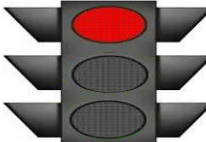
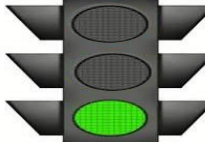


Positions with a Hiring Cycle Greater than 50 Days Human Resources



KPI Owner: Steve Wilkins

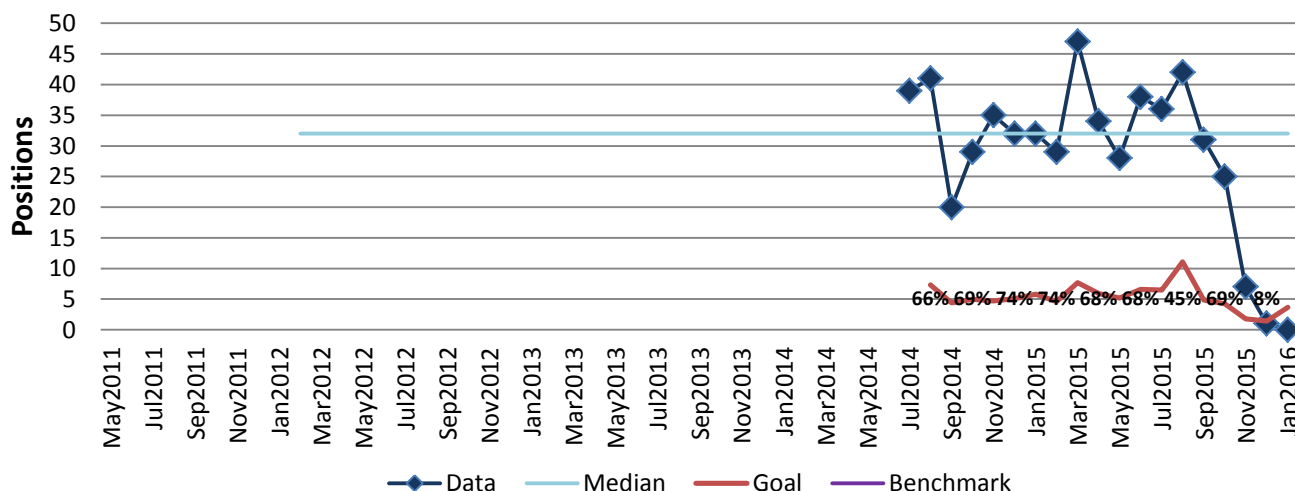
Process: Departmental Productivity

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: FY13 16%		Data Source: Requisition Log Goal Source: Cross Functional Team Benchmark Source: Cross Functional Team	Plan-Do-Check-Act Step 6: Validate that solutions work		
Goal: Less than 11.8% of positions have a hiring cycle time of more than 50 days between requisition received and offer date.			Measurement Method: The number of positions where there are more than 50 days between the requisition receive date and the offer date.		
Benchmark: 65 Days			Why Measure: Timely Hiring Next Improvement Step: Continue to monitor and identify causal factor for going over 50 days		
How Are We Doing?					
Feb2015-Jan2016 12 Month Goal	Feb2015-Jan2016 12 Month Actual		Jan2016 Goal	Jan2016 Actual	
63	318		4	0	
Positions	Positions		Positions	Positions	

Positions with a Hiring Cycle Greater than 50 Days



Good



Feb2015-Jan2016 Pareto Analysis

